2002 Monitor Training

Officer Counseling & Evaluation

MMOA-4

Agenda

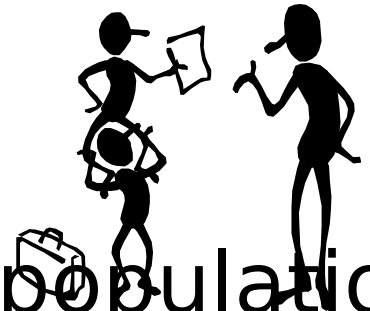
- 4 Shop
- Boards
- New PES – short version
- Record Preparation

MMOA-4 Mission

- Counseling to regular and reserve officers on active duty – CWO2 - LtCol
  - Reasonable explanations for failure of selection
  - Career planning and MOS counseling
- Provide advisory opinions for the Board for Corrections of Naval Records (BCNR)
- General Officer Inquiries (GOI)

Alternate Missions

- Work closely with you
  - Educate
  - Advocate



- We can help your population with key career decisions by assessing their competitiveness
  - We don’t have a crystal ball

- PES Education

Occasions for Individual Career Reviews

- Recommendations for assignments
- Review prior to applying for a special program - SEP, FAO, TPS, etc.
- Review for competitiveness prior to a promotion board
- Review after failure of selection
- Do not advertise Admin Screenings
  - There is a guide on our web site for self-screening
- We work primarily by appointment
  - 2 – 3 weeks is the normal wait time

Organization

- Section Head
  - LtCol Scott McLennan 1802
- Air
  - Maj Mike Cederholm 7523
  - Inbound 8/23
- IMA Det
  - LtCol Frances Poleto 0180
- Office Manager
  - Mrs. Cynthia Madsen

Board Preparation

- Ensure OMPF/MBS are accurate, complete, and readable
- Submit a photo!!!!
  - Digital – good for 12 months
- Document PME completion
  - Boards only get your MBS, OMPF, and what you send
- Communicate with the board on important issues
  - We can advise
- Make sure the Promotion Branch receives info!

Enlisted Career Counseling Unit

- DSN 278-9241 or 1-800-833-2320
- Browse their Website for useful information:
  - Go to the Marine Link **www.usmc.mil**
  - Then to the ‘Career Link’
  - Then to Enlisted Career Counseling
- Remember, they get debriefed by every Active Duty SNCO Selection Board. Although they cannot provide reasons for failing selection, they can share insight into improving individual competitiveness for selection.

What Makes an Officer Competitive

FY03 USMC Selection Board Statistics

	IZ Select Rate	AZ Select Rate	Overall Select Opportunity	Sel Rate for those PME complete
Capt 03	98.8%	0.4%	99.2%	N/A
Maj 03	88.7%	1.4%	90.1%	96.2%
LtCol 03	68.3%	1.7%	70.0%	84.2%
Col 03	56.3%	3.8%	60.1%	74.4%

Projected FY04 USMC Selection Board Zones

	Junior DOR IZ	YCS (Junior IZ)	Board Convenes
Capt	24 May 02	2 yrs/8 mo	10 Feb 03
Maj	01 Jul 98	8 yrs/3 mo	4 Sep 02
LtCol	01 Jul 98	14 yrs/1 mo	9 Oct 02
Col	01 Dec 98	20 yrs/4 mo	3 Oct 02

Competitiveness

- Bloom where planted – sustained solid performance
- MOS credibility – normally in the FMF at each grade
- Diversity – need to show they are a MAGTF officer
- PME complete
- Quantitative measures – V&D and RV
- Fitrep comments
- Fit – good PFT, Ht/Wt & photo

Career Path and the Changing Promotion Points

- **The old rules**
  - Capt at 5 yrs
  - Major at 12 yrs
  - LtCol at 17 yrs
  - Col at 22+ yrs
- You had time to catch up if you took an unusual path

- **The new rules**
  - Capt at 4+ yrs
  - Major at 9 3/4 yrs
  - LtCol at 15 1/2 yrs
  - Col at 21 Yrs
- Any tour longer than 3 years, particularly in the operating forces, may preclude opportunities in the future

Check the Blocks

- FMF
  - Lt, Capt, Maj
- B-billet – time to add diversity
- School
- Co Cmd or Dept Head
  - competitive for Bn/Sdn Cmd
- Staff – second chance at diversity
  - High level staffs – Joint, HQMC, MarFor

PME Requirements

- PME for Warrant Officers and Chief Warrant Officers-2
  - Warfighting Skills Distance Education Program (7400)
- PME for Chief Warrant Officers-3
  - Enroll in Amphibious Warfare School DEP Phase I (8500)
- PME for Chief Warrant Officers-4
  - Amphibious Warfare School DEP Phase II (8600)
- PME for Captain
  - Complete AWS DEP Phase I (8500) and Phase II (8600)
  - Resident USMC EWS
  - Other Service resident CLS with AWS DEP Phase I
- PME for Major
  - Complete C&SC DEP (8800)
  - Resident USMC Command & Staff College
  - Other Service resident C&S with C&SC DEP 8804/8805 (8845)

- References
  - MARADMIN 423/99
  - MCO P 1553.4A of 20 Dec 99

Key Comments

- Promotion
  - “Promote with Peers”
  - “Promote at first opportunity”
- School
  - AWS, ILS, TLS
- Breakout
  - Performance in relation to peers
  - #1 of X, top 10%, “The best I’ve worked with”
- Leadership and MOS proficiency
  - A leader among his peers
  - Tactically and technically proficient
- Command
  - “Company command at first opportunity”
  - “Make him a VMFA Squadron Cdr”

Photos

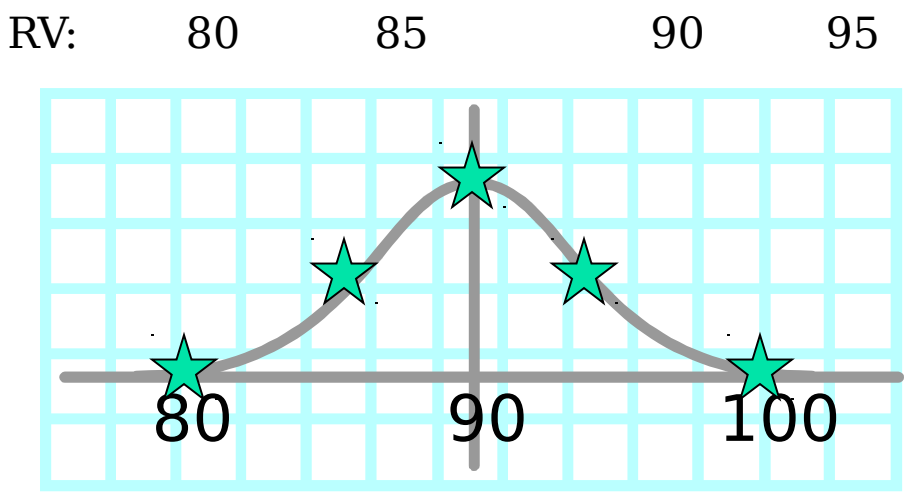
New Fitness Reports

What is Relative Value?

- RV is a numerical representation of how the average of the marks on a single fitness report compares to the average of all reports written by an RS on Marines of the same grade
- Used within the context of **all** other information
- Assists in evaluating the RS's marking philosophy
- Quantitative analysis of performance in relation to peers

How does RV Work?

- 14 attributes assigned point value from 1 to 7 (A to G)
- Average the attributes
  - i.e. a straight C report (42/14) is a 3.0
- Average plugged into an algebraic formula that give the report a value on a standard curve
- Standard curve scaled from 80 to 100
- Relative Value compares the report's average to the Reporting Senior's cumulative average of all reports on Marines of the same grade

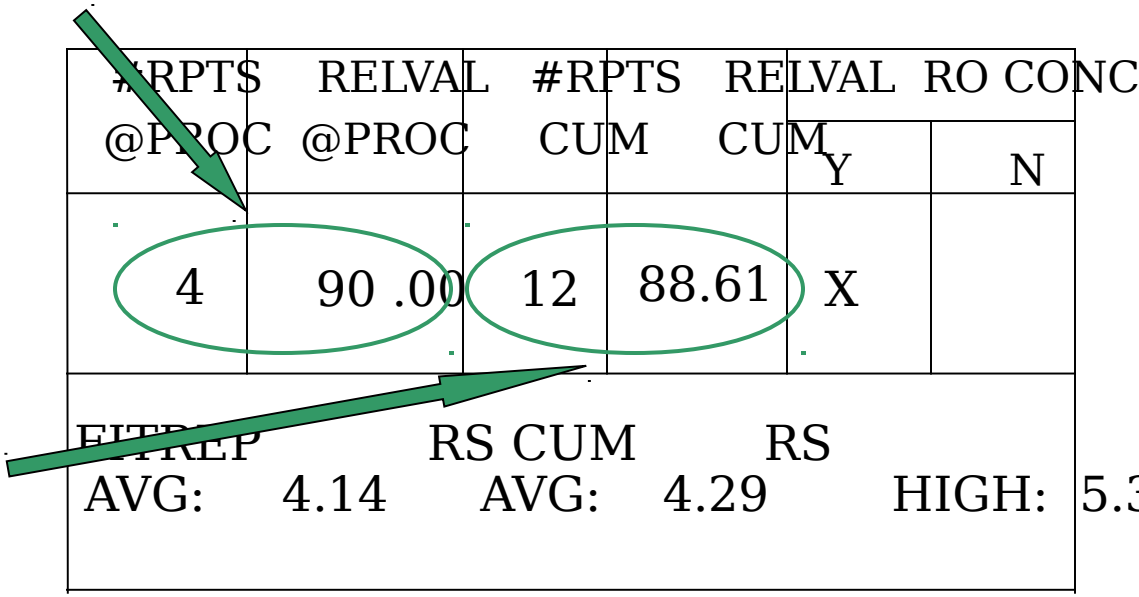


- Representative distribution of 5 reports on a standard curve

How is RV Displayed on your Master Brief Sheet?

- RV is calculated after an RS writes 3 FITREPS on Marines of the same grade

- Two Relative Values on the MBS
  - #1 – RV when report at processing
  - In this case, this was the 4th report processed with a RV of 90.00
  - This RV doesn't change
  - #2 – RV cumulative
  - In this case, the RS has now written 12 reports The RV is now 88.61



How is RV Displayed on your Master Brief Sheet?

- Highest report average
- RS's cumulative average
- This report's average of the observed attributes

#RPTS @PROC	RELVAL @PROC	#RPTS CUM	RELVAL CUM	RO CONC Y	RO CONC N
4	90 .00	12	88.61	X	

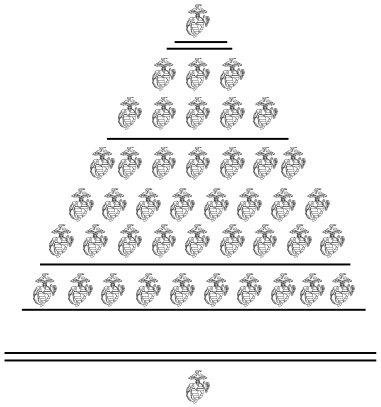
FITREP AVG: 4.14 RS CUM AVG: 4.29 RS HIGH: 5.3

- These values give weight to the FitRep average when compared to the RS's cumulative and high average

Reviewing Officer Profile "Snap Shot"

- Shows the distribution of marks by the RO for Marines of that grade
- As of the day the report was processed
- Never changes

DESCRIPTION		COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	☐	0
ONE OF THE FEW	☐	0
EXCEPTIONALLY QUALIFIED MARINES	☐	2
ONE OF THE MANY HIGHLY QUALIFIED	☒	5
PROFESSIONALS WHO FORM THE	☐	7
MAJORITY OF THIS GRADE	☐	4
A QUALIFIED MARINE	☐	2
UNSATISFACTORY	☐	0



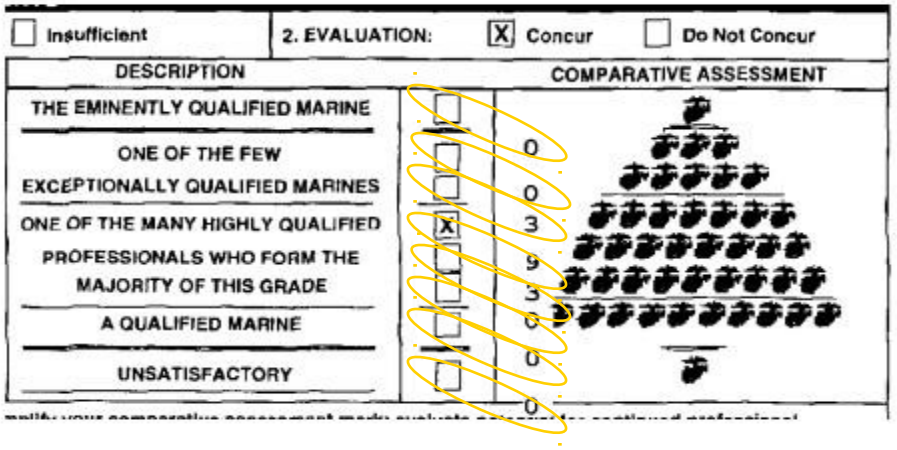
our comparative assessment mark; evaluate potential for continued professional development to
nt PME, and retention; and put Reporting Senior marks and comments in perspective.

(Signature of Reviewing Officer)

(Date in YYYYMMDD format)

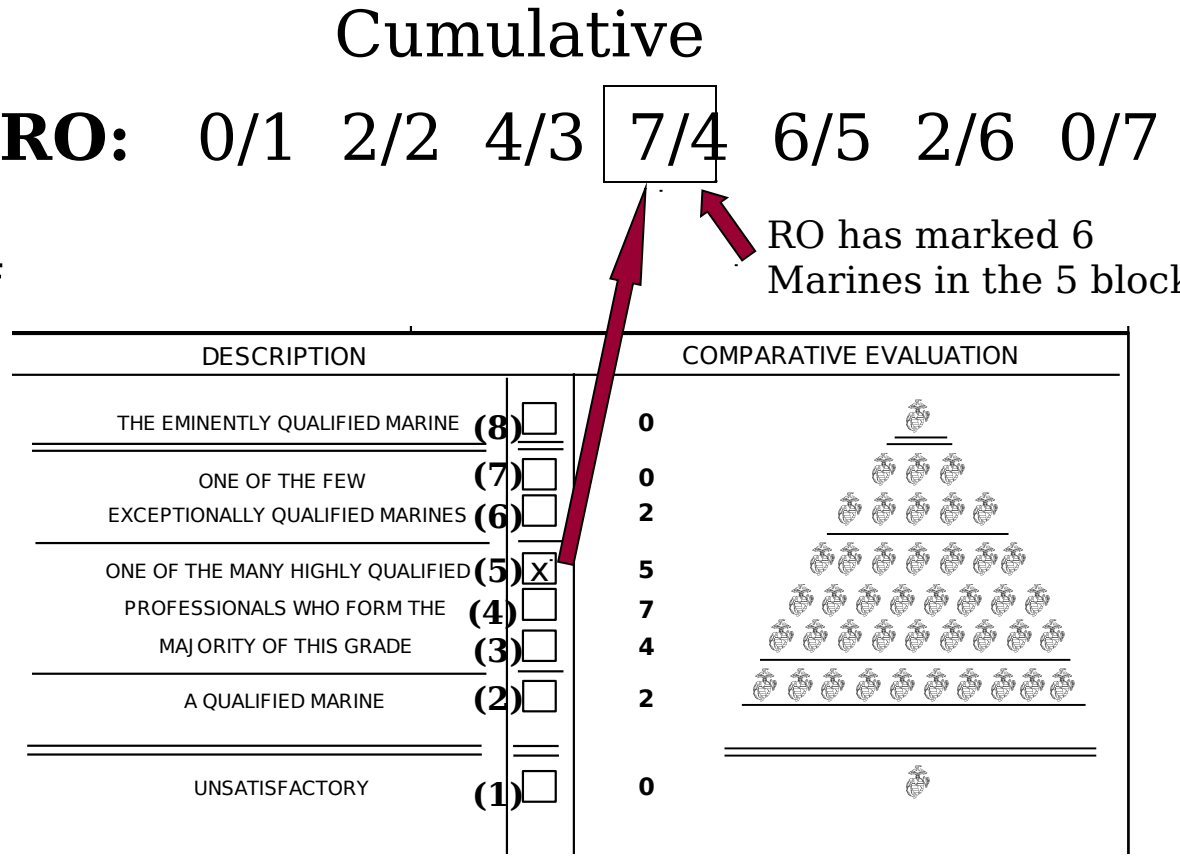
Reviewing Officer Profile "Snap Shot" Alignment

- Some of the images have alignment problems
- Ensure that you are reading the "snap shot" correctly



How is RO dist displayed on your Master Brief Sheet?

- Blocks are numbered 1 through 8
  - 8 is the top block
- Shows the number of times the RO has marked each block for Marines of that grade
- Updates on MBS when RO marks another Marine of that grade
- Rectangle indicates the mark on that



NAME	SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR
MARINE, IAM A	999999999	O5	LTCOL	19990701	USMC	02856000	7565	7577 / 7207	157	O5	19990701

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL
19610625	19811121	19811121	19821006			19821217		19840914	19821006		19990720	19960113	NONE. ALL RE

DECORATIONS		MILITARY EDUCATION						CIVILIAN EDUCATION	LANGUAGES
MM 1		AVIATION SAFETY COMMAN	2000	NAVAL AVIATION MAINT P	1993	HELICOPT TRNG CRS	1984	MILITARY SCIENCE	NO FOREIGN LANGUAG
NA 1		SECURITY MANAGEMENT	2000	FLIGHT COORDINATOR TRA	1990	BASIC SCHOOL	1983	MASTER'S	
		AH-1W PILOT HUEY CONVE	1999	TACTICAL AIR CONTROL P	1988	OCC, MCS	1982	17	
		SCHOOL OF ADVANCED WAR	1997	AMPHIBIOUS WARFARE SCH	1988				
		MARCORP CMD ST COL	1996	WEAPONS AND TACTICS IN	1987				
		QUALITY ASSURANCE	1993	NAVAL AVIATION FLIGHT	1984				

SPL HMLA-169 MAG-39
INFO SCTY: V/0/19980814
Date: 01/21/2002

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MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR	DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER	OCC	BEGIN END DATE	MISSION		CHARACTER			LEADERSHIP					INTELLECT			EVAL RESP	PROMOTION				REPORT SUMMARY							
				PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD		Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS Y	RO CONCURS N
1	STUDENT																												
CSC MCU MCCDC QUANTICO	MAJ A 0000	TR	19980801	E	C	H	H	H	H	H	H	H	D	E	H	H	H	X				X			N/A		N/A	X	
LTCOL			19990507																										
	COL		RO: 0/1 0/2 1/3 35/4 34/5 27/6 5/7 0/8																										
2	PACOM PLANS OFFICER			Best Maj in the G-3										Promote 1st opportunity						X									
I MEF COMMAND ELEMENT	MAJ N 9909	GC	19990508	F	F	E	E	F	E	D	D	E	F	D	E	F	E			X		X		1	N/A	3	100.00	X	
COL			19990630	Promote Select for command and TLS																		FitRep Avg: 5.14		RS Cum Avg: 4.87		RS High: 5.14			
	LTGEN		RO: 0/1 0/2 0/3 1/4 8/5 15/6 16/7 0/8																										
3	ASSISTANT OPERATIONS OFFIC			Consumate planner Top 10% Highly recommended for promotion																									
MAG39, 3D MAW BOX SSS75(	LTCOL N 7565	TR	19990719	E	E	D	E	E	D	D	E	D	E	E	D	E	H	X						3	100.00	33	82.94	X	
COL			19990923	The heart and soul of the MAG's operations 2 of 23 LtCols																		FitRep Avg: 4.62		RS Cum Avg: 5.04		RS High: 5.64			
	COL		RO: 0/1 0/2 0/3 7/4 20/5 11/6 4/7 0/8																										
4	EXECUTIVE OFFICER			Outpaces his peers Easily in the top 5%																									
HMLA-267 MAG-39 3D MAW I	LTCOL N 7565	AN	19990924	F	E	E	E	F	E	E	E	E	E	D	E	F	D	X						1	N/A	1	N/A	X	
LTCOL			20000531	Select for TLS Promote soonest Best XO in MAG																		FitRep Avg: 5.07		RS Cum Avg: 5.07		RS High: 5.07			
	COL		RO: 0/1 0/2 0/3 5/4 5/5 8/6 0/7 0/8																										
5	COMMANDING OFFICER			Hit the deck running Promote TLS																									
HMLA-169 MAG-39 3D MAW I	LTCOL N 7565	CH	20001117	F	E	E	E	E	F	E	E	F	E	E	E	E	E	X						30	93.03	33	92.88	X	
COL			20010524	Top 1/3 of my sdn commanders Promote TLS Future MAG Commander																		FitRep Avg: 5.21		RS Cum Avg: 5.04		RS High: 5.64			
	MAJGEN		RO: 0/1 0/2 0/3 1/4 24/5 28/6 19/7 1/8																										

Preparing to review records

- Order the record on ODI
  - You may use the terminals at MMSB
- Print the MBS
  - MASS and new from PES to get RV/RO data
- Find a quiet spot

3 Steps in Record Review

1. Master Brief Sheet Data Review
2. Record Review
3. Brief Preparation

MBS Header Data – New is Current

- MOS(s) (Primary and 2 additional)
- GCT
- DOR
- OSCD
- Awards
- Military Education
- Civilian Education
- Languages
- Current Command
- Joint MOS

CADOQF

Commendatory / Adverse / Disciplinary Action / Observation / Qualified for Promotion / For HQM

- * **Adverse fitness report**
- **Y Award**
- **N Not recommended for promotion**
- **R Recommended for accelerated promotion**
- **X Reviewing Officer non-concurs with Reporting Seniors ranking or General Value to the Service marking on old fitness report**
- U Unique assignment
- 5 Marginal/not recommended for promotion
- @ Adverse fitness report/Reviewing Officer non-concurs
- # Adverse fitness report/not recommended for promotion/Reviewing Officer non-concurs
- $ Recommend for accelerated promotion/Reviewing Officer non-concurs
- C Classified fitness report (need to request report from CIC at HQMC)
- Z Erroneous symbol
- D – Daily F – Frequent I - Infrequent

Marking up the MBS

- Highlighting on the Old/New MBS
  - Green Separates Rank
  - Yellow EX marks, V&D, Key Billets, PME
  - Pink Not Observed, Adverse
- Noteworthy RS and RO comments
- Old MBS - Rankings and Value & Dist

	SSN	Grade	Rank Desc	DOR	COMP	Lineal No.	PMOS	AMOS AMOS	GT/GTC	PERM GR	PERM DOR	CONTRACT LEGAL
		O4	MAJ	19970601	ACTIVE	03357000	0302		148 / 2	O4	19970601	0

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	SPL INFO	SCTY V / 0 / 19980508
19650512	19830706	19870520	19870520		19870520	19870520			19870520		19990716	19991016	JT-MOS	

DECORATIONS		MILITARY EDUCATION			CIVILIAN EDUCATION	LANGUAGES
1 HUMANITARIAN SERVI	1 KUWAIT LIBERATION M	Unknown (GCJ)	1988	COMSEC MATERIAL SYS CUSTODIAN	1990	16
1 LETTER OF APPRECIA	1 NAVY AND MARINE COI	BASIC SCHOOL	1988	WARFIGHTING SKILLS PROGRAM	1995	K
1 NAVY UNIT COMMEND.	1 SOUTHWEST ASIA SER	MC AMPHIB WARFARE SCHOOL NONRE	1989	ARTIL OFF CAREER	1996	U.S. NAVAL ACADEMY
1 NATIONAL DEFENSE S	2 JOINT MERITORIOUS U	MAGTF EDUCATION 8704	2000	INFANTRY OFFICER (TBS)	1988	
2 NAVY AND MARINE CO	5 SEA SERVICE DEPLOY	AIRBORNE	1987			

Yellow – EX Marks, V&D Trends

MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR	DUTY ASSIGNMENT GRADE CBT/JS DMOS REVIEWING OFFICER	OCC MO	BEGIN DATE END DATE	PERFORMANCE RD AD AM HO HE TP TH	QUALITIES EN PA MP AD CO IN JD PM FO LD LY PR EC GP	VALUE & DISTRIBUTION NO U BA AV AA EX OS	DES	CAD OQF
STUDENTS BASIC SCH MCB QUANT SERVICE SCHOOL - RMG	STUDENT 2NDLT N	TR 6	12-Oct-1987 12-Apr-1988	O N N O N N N	O O O O O O O N O O O O N O	X 15	P D	12/241
CAPT SHOWALTER	INFO UNAVAIL							
STUDENTS BASIC SCH MCB QUANT SERVICE SCHOOL - RGU	STUDENT 2NDLT N	TR 2	13-Apr-1988 23-Jun-1988	N N N N N N N	N N N N N N N N N N N N N N	X		
CAPT QUILLIAN II	COL HUDDLESTON							
1STBN 9THMAR 1STMARDIV H&S CO, INF BN	HQSVCO EXECO 2NDLT N 0302	CD 6	24-Jun-1988 31-Jan-1989	O O O N O O O	O O O O O O O N E O O O E O	X 1	P D	X
CAPT VAUGHT	MGEN MIZE			Hit the deck running Promote #1 of 15 Lts in the BN				
1STBN 9THMAR 1STMARDIV	WEAPON PLT CMDR 2NDLT N 0302	GC 4	01-Feb-1989 20-May-1989	O N E N O E O	N O E E O O O N E O O O E O	X 1 1	P D	1/0
CAPT HAUK	MEN MIZE			Augmentation is a must #1 Lt Promote @ earliest opportunity				
1ST BN 9TH MAR	PLT CMDR 1STLT N 0302	TD 6	21-May-1989 31-Jan-1990	O N O N O O O	N O O O O O O N O O O O O O	X 1 4	P D	1/4 0/4
CAPT HAUCK	MGEN MIZE			Most tactically proficient Lt in Company Augment Leadership and tactical acumen far ahead of peers				
HQ CO 1ST MAR HQ CO INF REGT FMF W/TOW PLAT	LEGAL OFFICER 1STLT N 0302	TD 7	01-Feb-1990 01-Sep-1990	O O O O O O N	N O O O O O O N E O O O O O	X 1	P D	—
CAPT REIMANN	COL HODORY			Hand Selected for this job. Continues to outpace his peers				
1ST BN 9TH MAR H&S CO INF BN	ADJUTANT 1STLT N 0180	SA 4	02-Sep-1990 31-Dec-1990	O O O O O O N	N O O O O O O N O O O O O O	X 1	P D	—
MAJ BOURGEOIS	COL PRATT			The complete Lt This one does it all Top 1% #1 of all my Lts				
1ST BN 9TH MAR H&S CO INF BN	S-1 ADJUTANT 1STLT N 0302	SA 6	01-Jan-1991 30-Jun-1991	O O O O O O N	N O O O O O O N O O O O O O	X 1	P D	—
MAJ BOURGEOIS	COL PRATT			Top 1% Command potential unlimited future BN Cdr. Best Lt in 20 years				

Pink – Periods of Non-availability

TBS

RS Comment

RevO Comment

Green Line – Rank Change

Cumulative V&D by rank

Marking the Old MBS

NAME	SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR
MARINE, IAM A	999999999	O5	LTCOL	19990701	USMC	02856000	7565	7577 / 7207	157	O5	19990701

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL
19610625	19811121	19811121	19821006			19821217		19840914	19821006		19990720	19960113	NONE. ALL RE

DECORATIONS		MILITARY EDUCATION						CIVILIAN EDUCATION	LANGUAGES
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		AH-1W PILOT HUEY CONVE	1999	TACTICAL AIR CONTROL P	1988	OCC, MCS	1982	17	
		SCHOOL OF ADVANCED WAR	1997	AMPHIBIOUS WARFARE SCH	1988				
		MARCORP CMD ST COL	1996	WEAPONS AND TACTICS IN	1987				
		QUALITY ASSURANCE	1993	NAVAL AVIATION FLIGHT	1984				

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Pink – Periods of Non-availability

Green Line – Rank Change

Yellow – Key Billets, PME

RS Comment

RevO Comment

MONITORED COMMAND / ORGANIZATION/SCHOOL / REPORTING SENIOR	DUTY ASSIGNMENT / GRADE TYPE DUTY BILMOS / REVIEWING OFFICER	OCC	BEGIN / END DATE	MISSION	CHARACTER			LEADERSHIP					INTELLECT			EVAL RESP	PROMOTION				REPORT SUMMARY							
				PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD		Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS Y	RO CONCURS N
1 CSC MCU MCCDC QUANTICO	STUDENT MAJ A 0000	TR	19980801	E	C	H	H	H	H	H	H	H	D	E	H	H	H	X				X			N/A		N/A	X	
LTCOL			19990507																										
	COL			RO: 0/1		0/2		1/3		35/4		34/5		27/6		5/7		0/8											
2 I MEF COMMAND ELEMENT	PACOM PLANS OFFICER MAJ N 9909	GC	19990508	Best Maj in the G-3									Promote 1st opportunity						X			X		1	N/A	3	100.00	X	
COL			19990630	Promote Select for command and TLS													FitRep Avg: 5.14		RS Cum Avg: 4.87		RS High: 5.14							
	TREE			RO: 0/1		0/2		0/3		1/4		8/5		15/6		16/7		0/8											
3 MAG39, 3D MAW BOX SSS75(	ASSISTANT OPERATIONS OFFIC LTCOL N 7565	TR	19990719	Consumate planner									Top 10% Highly recommended for promotion						X					3	100.00	33	82.94	X	
COL			19990923	The heart and soul of the MAG's operations 2 of 23 LtCols													FitRep Avg: 4.62		RS Cum Avg: 5.04		RS High: 5.64							
	COL			RO: 0/1		0/2		0/3		7/4		20/5		11/6		4/7		0/8											
4 HMLA-267 MAG-39 3D MAW I	EXECUTIVE OFFICER LTCOL N 7565	AN	19990924	Outpaces his peers									Easily in the top 5%						X					1	N/A	1	N/A	X	
LTCOL			20000531	Select for TLS									Promote soonest				FitRep Avg: 5.07		RS Cum Avg: 5.07		RS High: 5.07							
	COL			RO: 0/1		0/2		0/3		5/4		5/5		8/6		0/7		0/8											
5 HMLA-169 MAG-39 3D MAW I	COMMANDING OFFICER LTCOL N 7565	CH	20001117	Hit the deck running									Promote TLS						X					30	93.03	33	92.88	X	
CO			20010524	Top 1/3 of my sdn commanders Promote TLS Future MAG Commander													FitRep Avg: 5.21		RS Cum Avg: 5.04		RS High: 5.64							
	MAJGEN			RO: 0/1		0/2		0/3		1/4		24/5		28/6		19/7		1/8											

Marking the New MBS

Value and Distribution

- Annotate ranking by Grade (Green Line)
- Don’t count rankings as a Student
- Overall Totals (above/below/with/1of1)
- Command/Dept Head Time – for Cmd Boards

Report	Occ	Ranking From FITREP	Above (Cumulative)	Below (Cumulative)
960501-961231	TR	1/1	0	0
970101-970801	CH	1/5	0	4
970802-980101	CD	4/5	3	5
980101-990101	TR	3/6	5	8

Name	SSN	Grade	Rank Desc	DOR	COMP	Lineal No.	PMOS	AMOS	AMOS	GT/GTC	PERM GR	PERM DOR	CONTRACT LEGAL
Y, JAMES S	[redacted]	O4	MAJ	19970601	ACTIVE	03357000	0302			148 / 2	O4	19970601	0

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	SPL INFO	SCTY
0512	19830706	19870520	19870520		19870520	19870520			19870520		19990716	19991016		V / 0 / 19980508

DECORATIONS

MANITARIAN SERVI	1 KUWAIT LIBERATION M
TER OF APPRECIA	1 NAVY AND MARINE COI
Y UNIT COMMEND.	1 SOUTHWEST ASIA SER
IONAL DEFENSE S	2 JOINT MERITORIOUS U
Y AND MARINE CO	5 SEA SERVICE DEPLOYI

MILITARY EDUCATION

Unknown (GCJ)	1988	COMSEC MATERIAL SYS CUSTODIAN	1990
BASIC SCHOOL	1988	WARFIGHTING SKILLS PROGRAM	1995
MC AMPHIB WARFARE SCHOOL NONRE	1989	ARTIL OFF CAREER	1996
MAGTF EDUCATION 8704	2000	INFANTRY OFFICER (TBS)	1988
AIRBORNE	1987		

CIVILIAN EDUCATION

16
K
U.S. NAVAL ACADEMY

LANGUAGES

TORED COMMAND NIZATION/SCHOOL RTING SENIOR	DUTY ASSIGNMENT GRADE CBT/JS DMOS REVIEWING OFFICER	OCC MO	BEGIN DATE END DATE	PERFORMANCE RD	AD	AM	HO	HE	TP	TH	QUALITIES EN	PA	MP	AD	CO	IN	JD	PM	FO	LD	LY	PR	EC	GP	VALUE & DISTRIBUTION NO	U	BA	AV	AA	EX	OS	DES	CAD OQF
ENTS BASIC SCH MCB QUANT	STUDENT	TR	12-Oct-1987	O	N	N	O	N	N	N	O	O	O	O	O	O	O	N	O	O	O	O	N	O	X							P	
CE SCHOOL - RMG	2NDLT N	6	12-Apr-1988																						15							D	12/241
SHOWALTER	INFO UNAVAIL																																
ENTS BASIC SCH MCB QUANT	STUDENT	TR	13-Apr-1988	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	X							P	
CE SCHOOL - RGU	2NDLT N	2	23-Jun-1988																														
QUILLIAN II	COL HUDDLESTON																																
9THMAR 1STMARDIV	HQSVCO EXECO	CD	24-Jun-1988	O	O	O	N	O	O	O	O	O	O	O	O	O	O	N	E	O	O	O	E	O							X	P	
O, INF BN	2NDLT N 0302	6	31-Jan-1989	Hit the deck running. Promote																											3	D	1/30/2
VAUGHT	MGEN MIZE			#1 of 15 Lts in the BN																													
9THMAR 1STMARDIV	WEAPON PLT CMDR	GC	01-Feb-1989	O	N	E	N	O	E	O	N	O	E	E	O	O	O	N	E	O	O	O	E	O						X		P	
	2NDLT N 0302	4	20-May-1989	Augmentation is a must																										1	1	D	— 1/2
HAUCK	MGEN MIZE			My #1 Lt Promote @ earliest opportunity																													
N 9TH MAR	PLT CMDR	TD	21-May-1989	O	N	O	N	O	O	O	N	O	O	O	O	O	O	N	O	O	O	O	O	O							X	P	
	1STLT N 0302	6	31-Jan-1990	Most tactically proficient Lt in Company Augment																										1	4	D	2/4 1/3
HAUCK	MGEN MIZE			Leadership and tactical acumen far ahead of peers																													
1ST MAR	LEGAL OFFICER	TD	01-Feb-1990	O	O	O	O	O	O	N	N	O	O	O	O	O	O	N	E	O	O	O	O	O							X	P	
INF REGT FMF W/TOW PLAT	1STLT N 0302	7	01-Sep-1990	Hand Selected for this job.																					1						3	D	2/3 2/4
REIMANN	COL HODORY			Continues to outpace his peers																													
N 9TH MAR	ADJUTANT	SA	02-Sep-1990	O	O	O	O	O	O	N	N	O	O	O	O	O	O	N	O	O	O	O	O	O							X	P	
O INF BN	1STLT N 0180	4	31-Dec-1990	The complete Lt This one does it all Top 10%																										3	2	D	1/2 2/8
OURGEOIS	COL PRATT			#1 of all my Lts																													
N 9TH MAR	S-1 ADJUTANT	SA	01-Jan-1991	O	O	O	O	O	N	N	O	O	O	O	O	O	N	O	O	O	O	O	O							X	P	
O INF BN	1STLT N 0302	6	30-Jun-1991	Top 10% Command potential unlimited																					1							D	— 2/8
OURGEOIS	COL PRATT			future BN Cdr. Best Lt in 20 years																													

Ranking

Cumulative

Record Preparation Checklist

- PME Completion
- PFT, HT/Wt, Picture
- Prior Selection for Cmd/School/Promotion
- Value & Distribution
  - Overall/by grade/key billets
- RV and RO Distribution
- Awards/Schools
- Career Path & MOS Credibility
  - Group into tours
  - Highlight Cmd/Dept Head
- Timing for selection
  - Good for the Corps?
  - Good for the Marine?
- Select comments to Brief
  - Breakout comments
  - Prom/School/Cmd Recs
- Stack all cases and assign recommendations

Questions?